

National Fire Protection Association

Streamlines Workforce Reporting with UltiPro and SaaS Delivery



Company Profile:

Established in 1896, National Fire Protection Association (NFPA) is a worldwide leader in providing fire, electrical, building, and life safety to the public. The mission of the international nonprofit organization is to reduce the burden of fire and other hazards on the quality of life by providing and advocating consensus codes and standards, research, training, and education.

NFPA's 300 codes and standards influence every building, process, service, design, and installation in the U.S. and many other countries. NFPA membership totals more than 81,000 individuals from around the world as well as more than 80 national trade and professional organizations.

The Challenges:

NFPA had been hampered by numerous workforce inefficiencies related to HR, payroll, time management, reporting, and compliance.

Instead of using a payroll service bureau and a separate in-house solution for HR, the organization wanted the companywide benefits it knew it could achieve by adopting a comprehensive HCM solution delivered with Software-as-a-Service (SaaS).

The Solution:

Having started her career in HR/payroll software development, Jean Fitzmaurice, manager of business application systems for National Fire Protection Association, knew the rapid value that a cloud-based HCM solution could deliver to her company.

Advantages with SaaS include 24-7 Web convenience; greater functionality and process control; instant data analysis and reports; freedom from following rigid schedules with the payroll service bureau; proven security and confidentiality of employee data; as well as expert system maintenance, management, and upgrades without in-house IT resources or complex training.

The nonprofit activated UltiPro in April 2008, and NFPA is now reaping a range of business rewards that span the organization.

Ultimate
SOFTWARE
People first.

The Customer

National Fire Protection Association

Industry

Nonprofit

Number of Employees

350

Key Benefits

- Takes advantage of instant reporting and business analytics
- Manages complex calculations with time management feature that boosts accuracy and productivity
- Benefits from SaaS, delivering consolidated HCM with minimal to no IT spend

“UltiPro offers our business the best of both worlds. We have the advantages of a comprehensive HCM solution with on-the-spot reporting and analytics, and we don’t have to worry about hiring additional IT staff to maintain the solution. We have five other systems to manage, so with Ultimate Software’s SaaS, our IT team is now free to focus on plenty of other critical projects within our company,” said Fitzmaurice.

“Ultimate Software was the first provider to offer such a complete HCM solution through SaaS, so we were very confident the company could fully deliver the stability, security, and support services that are needed in an optimal SaaS environment.”

In addition to benefitting from UltiPro’s SaaS delivery, NFPA is also enjoying improvements from UltiPro’s feature set for time management—including increased accuracy, greater productivity, and enhanced reporting.

UltiPro’s feature for time management delivers real-time employee time and labor information, so businesses like NFPA can monitor and adjust to changing trends as well as proactively prevent issues that can undercut performance, such as employee coverage gaps, labor law violations, and excess labor spending.

“UltiPro helps us track exactly how many hours are dedicated to various projects, which is crucial for our governmental compliance requirements. We’ve pared back numerous inefficiencies by replacing the time system that had been provided by the payroll service bureau,” said Fitzmaurice.

“In addition to being highly configurable, UltiPro is reducing payroll errors, helping increase workforce productivity, and helping control labor costs. The improvements are tremendous. We love it.”

With UltiPro, NFPA’s HR and payroll teams have also been able to reduce redundant data entry and boost efficiencies.

“Previously, we’d enter data into a time management application, the payroll service bureau, and our HR system. With UltiPro, all this duplicate data entry has been eliminated,” said Fitzmaurice. “Now, we have one easy-to-use solution—backed by the reporting we need and with minimal IT requirements. We’re very, very pleased that we chose UltiPro.”



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Jean Fitzmaurice
Manager of Business Application Systems
National Fire Protection Association

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